



DATE: 01-29-2014

PROPOSALS:

IAFF Local 2180 submits the instant proposal for article 2.07 OUT-OF-CLASS PAY.

CURRENT LANGUAGE:

I. Employees assigned duty as an Acting Fire Engineer, Acting Fire Captain or Acting Battalion Chief for a period of at least one full regularly scheduled, continuous work shift (24-hour period)-shall receive compensation at a rate of five percent (5%) above his or her base pay. Payment will be retroactive to the beginning of the first regularly scheduled shift of the out-of-class assignment and will continue until the out-of-class assignment ends, provided the above full-shift minimum is met.

II. The assignment of Acting Fire Engineer, Acting Fire Captain, Acting Battalion Chief, or shall be made in writing and shall indicate the date and time the assignment begins. If any part of an hour is worked as an out-of-class assignment, the entire hour will be considered an out-of-class assignment.

CONCERN:

An employee is accepting the liability and responsibility of the next higher job classification, and should be compensated fairly. If an employee works one hour or twenty-four, those hours contain the same amount of risk.

Acting shifts are assigned automatically by Telestaff, and do not require a written notification in advance stating the assignment.

Employees are allowed to work down to relieve the possibility of force hires.

PROPOSAL:

I. Employees assigned duty as an Acting Fire Engineer, Acting Fire Captain or Acting Battalion Chief ~~for a period of at least one full regularly scheduled, continuous work shift (24-hour period)~~ shall receive compensation at a rate of five percent (5%) above his or her base pay.

Payment will be retroactive to the beginning of the first regularly scheduled shift of the out-of-class assignment and will continue until the out-of-class assignment ends, ~~provided the above full shift minimum is met~~ Employees will be allowed to work down and retain their normal pay rate.

II. ~~The assignment of Acting Fire Engineer, Acting Fire Captain, Acting Battalion Chief, or shall be made in writing and shall indicate the date and time the assignment begins.~~ If any part of an hour is worked as an out-of-class assignment, the entire hour will be considered an out-of-class assignment and employees shall be compensated as such.

#### RESULTS:

Employees are compensated fairly for additional liability and responsibility of assignments out of their job classification.

Assigning and accepting out-of-class shifts is more efficient when done via Telestaff, and the antiquated method of physically writing the specifics of the shift are removed.

When an employee works down, he or she carries with them the knowledge, skill and ability of higher ranks. This higher level does not go away just because the person is acting down in rank. The benefit of the person's experience remains and likewise so should the pay.